

Amendments to the Claims

Claim 1 (Currently amended): A method of developing criteria of evaluating potential job performance of applicants or existing employees for a specific job position comprising:

- (a) defining a set of observable behavioral characteristics relevant to [[a]] performance in jobs;
- (b) surveying a set of subject matter experts having knowledge or experience relevant to the specific job to derive-ascertain how said characteristics relate to the specific job;
- (c) defining the specific job based on said surveying to provide a set of defined job characteristics for the specific job;
- (d) preparing a computerized report based on the surveying of said set of defined job characteristics; and
- (e) surveying an applicant or existing employees regarding said job to derive-ascertain how said applicant or existing employees demonstrates the said set of defined job characteristics relative to said job;
- (f) reporting a computerized comparison of potential performance of the applicant or existing employee based upon demonstration of said defined job characteristics.

Claim 2 (Original): The method of claim 1 wherein the characteristics are related to behaviors.

Claim 3 (Original): The method of claim 1 wherein the characteristics are related to attitudes.

**Claim 4 (Original):** The method of claim 1 wherein the characteristics are related to behaviors and attitudes.

**Claim 5 (Original):** The method of claim 1 wherein the characteristics are related to beliefs.

**Claim 6 (Previously presented):** The method of claim 1 wherein the set of subject matter experts comprises one or more persons.

**Claim 7 (Original):** The method of claim 1 wherein the step of surveying comprises providing a set of questions to the subject matter experts, the set of questions being pre-correlated to deriving the importance of said characteristics for the particular job.

**Claim 8 (Cancelled).**

**Claim 9 (Previously presented):** The method of claim 1 further comprising surveying a potential applicant for said job to derive how said characteristics relate to said potential applicant.

**Claim 10 (Previously presented):** The method of claim 9 further comprising comparing the surveying of the potential applicant with the surveying of the set of subject matter experts.

**Claim 11 (Cancelled).**

Claim 12 (Previously presented): The method of claim 1 wherein the existing employees include the set comprising employees in said job, employees subordinate to said job, employees superior to said job, customers interfacing with said job, and peers to said job.

Claim 13 (Original): The method of claim 12 further comprising surveying a set of existing employees regarding said job to derive how said existing employees demonstrate said characteristics relative to said job.

Claim 14 (Original): The method of claim 12 further comprising providing feedback to a said existing employee in said job based on the surveying of existing employees.

Claim 15 (Withdrawn): A method for identifying competencies (soft skills) required for superior performance for a given job comprising:  
determining a Set of Competencies;  
presenting a Position Survey to one or more persons having prior familiarity with the position;  
deriving performance criteria relative to said position form the Position Survey;  
reporting said performance criteria.

Claim 16 (Withdrawn): An system for identifying competencies (soft skills) required for superior performance for a given job comprising:  
a computer having a memory;  
software operatively associated with said computer and memory;

the software generating a survey for one or more incumbents in a given job or position, the survey being based on a set of observable behaviors for performance in jobs; the software compiling answers to said survey and generating a report that characterizes the job or position based on the observable behaviors.

**Claim 17 (Withdrawn):** The system of claim 16 wherein the software further generates a survey for an applicant for said job or position, the survey being based on the set of observable behaviors.

**Claim 18 (Withdrawn):** The system of claim 17 wherein the software further generates a report characterizing the applicant relative to the observable behaviors.

**Claim 19 (Withdrawn):** The system of claim 18 wherein the software further generates a survey for any of the set comprising incumbents in the job or position, co-workers to the incumbent, superiors to the incumbent, or subordinates to the incumbent, the survey being based on the set of observable behaviors..

**Claim 20 (Withdrawn):** The system of claim 19 wherein the software further generates a report characterizing the incumbent relative to the survey of claim 19.

Claim 21 (New): A method of evaluating potential job performance of applicants for a specific job comprising:

- (a) defining a set of observable behavioral characteristics relevant to performance in a specific job;
- (b) surveying a set of subject matter experts having knowledge or experience relevant to said specific job to ascertain how said characteristics relate to said job;
- (c) defining said job based on said surveying of subject matter experts to provide a set of defined job characteristics;
- (d) preparing computerized report of said set of defined job characteristics;
- (e) surveying a job applicant regarding said job to ascertain if said applicant demonstrates said set of defined job characteristics; and
- (f) reporting a computerized comparison report of potential performance of said job applicant based upon presence or absence said defined job characteristics.